



KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN TINGGI
UNIVERSITAS SYIAH KUALA
UPT. PERPUSTAKAAN

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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

PENGARUH PELATIHAN DAN KOMPETENSI PEGAWAI TERHADAP KOMITMEN PEGAWAI SERTA DAMPAKNYA PADA KINERJA PEGAWAI DI LINGKUNGAN DINAS PENDIDIKAN KABUPATEN PIDIE

ABSTRACT

ABSTRAK

Abstrak Karya Akhir diserahkan kepada Panitia Komisi Ujian untuk mendapatkan Gelar Magister Manajemen pada Program Pascasarjana Universitas Syiah Kuala

PENGARUH PELATIHAN DAN KOMPETENSI PEGAWAI TERHADAP KOMITMEN PEGAWAI SERTA DAMPAKNYA PADA KINERJA PEGAWAI DI LINGKUNGAN DINAS PENDIDIKAN KABUPATEN PIDIE

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ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh: (1) Pelatihan dan kompetensi terhadap komitmen pegawai dan dampaknya pada kinerja pegawai di Lingkungan Dinas Pendidikan Kabupaten Pidie secara parsial dan simultan (2) Pengaruh komitmen pegawai terhadap kinerja pegawai di Lingkungan Dinas Pendidikan Kabupaten Pidie. Objek dalam penelitian ini yaitu pelatihan dan kompetensi terhadap komitmen pegawai serta dampaknya pada kinerja pegawai dengan jumlah responden sebesar 93 pegawai. Analisis data dalam penelitian ini digunakan PATH Analysis. Hasil penelitian ditemukan bahwa pelatihan dan kompetensi pegawai baik secara simultan maupun parsial berpengaruh positif dan signifikan terhadap komitmen pegawai dan kinerja pegawai di Lingkungan Kerja Dinas Pendidikan Kabupaten Pidie. Hasil penelitian juga menemukan bahwa Komitmen pegawai berpengaruh terhadap kinerja pegawai di Lingkungan Kerja Dinas Pendidikan Kabupaten Pidie. Berdasarkan hasil pengujian efek mediasi dapat disimpulkan bahwa pelatihan dan kompetensi pegawai berpengaruh positif dan signifikan terhadap kinerja pegawai melalui komitmen pegawai di Lingkungan Kerja Dinas Pendidikan Kabupaten Pidie.

Kata Kunci: Pelatihan, Kompetensi, Komitmen Pegawai dan Kinerja Pegawai

ABSTRACT

Abstract of the Final Work for the Examination Commission Committee to obtain a Master's Degree in Management at the Syiah Kuala University Graduate Program

EFFECT OF EMPLOYEE TRAINING AND COMPETENCE ON EMPLOYEES COMMITMENT AND THE IMPACT ON EMPLOYEES' PERFORMANCE IN THE ENVIRONMENT EDUCATION DEPARTMENT OF PIDIE DISTRICT



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ABSTRACT

This study Training to explain the effect of: (1) Compliance and competence on employee commitment and its impact on the performance of employees in the Pidie District Education Office Environment partially and simultaneously (2) Effect of employee commitment to employee performance in the Pidie District Education Office. Objects in this study are training and competency on employee commitment and its impact on employee performance with the number of respondents as many as 93 employees. Data analysis in this study used PATH Analysis. The results of the study found that training and competency of employees both simultaneously and partially had a positive and significant effect on employee commitment and employee performance in the Pidie District Education Office Work Environment. The results also found that the commitment of employees affected the performance of employees in the Work Office of the Pidie District Education Office. Based on the results of the mediation effect testing it can be concluded that the training and competency of employees has a positive and significant effect on employee performance through the commitment of employees in the Pidie District Education Office Work Environment.

Keywords: Training, Competence, Employee Commitment and Employee Performance